



TERRY L. STEWART - DIRECTOR

APRIL - 2002

ADC Arms Parole Officers for Safety

by Parole Manager Larry Spurgeon



Parole Officers practicing their aim at a training session held in Mesa

Equally important to the safety of staff working inside the Arizona Department of Corrections prison walls is the safety of those employees who work outside of prison and in the communities of Arizona.

To further staff safety by creating a safer working environment for the Department's employees, Director **Terry Stewart** has authorized parole officers to arm under the Carry Concealed Weapon statute (CCW).

Parole officers face a unique and potentially dangerous work environment as they perform their duties every day in the community. The nature of their work puts them in contact with violent offenders. In urban settings, parole officers often visit heavily-populated gang areas. In outlying areas, parole officers work alone and sometimes the only way to

protect themselves is with a weapon.

The Director's authorization for parole officers to arm is for the expressed purpose of self-protection only. The Director required those parole officers who choose to be armed to conceal the weapon, and wear a protective vest at all times.

The Community Corrections Division was authorized to establish a Parole Officer Arming TQM committee consisting of division line staff. The purpose of the committee was to formulate recommendations for establishing the parameters of the arming process. After the Director's review and approval of the TQM committee, the parameters were established for the arming process.

The first arming group training started in April. To complete the training, parole officers are required to

successfully complete a psychological evaluation, as well as meet both the Carrying Concealed Weapon training requirements and the Department's policy requirements for weapons proficiency. The training curriculum includes classes on non-contact self defense, use of force, Pepperspray, 9mm pistol transition, low/no light weapons qualification, discretionary shooting, target identification and ADC CCW supplemental training.

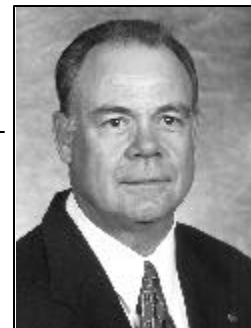
All the candidates must complete the training requirements before the candidate's application is submitted to the Arizona Department of Public Safety for the issuance of a CCW permit. Those parole officers who choose not to arm, will be afforded the same classroom training as those who do arm.

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DIRECTOR'S PERSPECTIVE

by Terry L. Stewart



QWL-21 Making Big Strides Toward Professional Accountability

As I reflect upon the Quality of Work Life survey, and the 21 strategies adopted and implemented, as recommended by the employees of the Arizona Department of Corrections, I am humbled and amazed at the strides that have been achieved in such a relatively short period of time. You can see what I mean by reading the QWL-Status report on page four.

Two years ago, the predominant perspective of the management of the Department was to deal with employee misconduct as if it were a major offense, rather than consider the possibility of it being a mistake. Previously, approximately two-thirds of all misconduct was considered major, while only approximately one-third was evaluated as a mistake. A significant turn-around has occurred from our previous practices.

Today, just the opposite has been experienced. Since we began tracking Mistakes/Misconducts in April 2001, the year-to-date figures show that nearly two-thirds of the misconduct is now determined to be a mistake, while one-third is considered misconduct. Keep in mind, that lying, cheating, stealing and intentional violation of ADC policy is considered misconduct.

As correctional professionals, it is most critical for all of us to recognize the importance of our commitment to not only each other, but also to the Department as a whole and to the public we serve.

You have invariably read a sign that states, "I am: Responsible, Accountable, Professional." Being

Professional is a given and is the foundation for the manner in which we conduct ourselves and our business. Being responsible is because we opted for the position that we currently occupy, be it a Correctional Officer, a Supervisor, a Deputy Warden or above.

Being accountable is stating that I accept responsibility for my actions, and those of my subordinates. It also means that I expect to be held accountable. It should be a given.

As correctional professionals, it is most critical for all of us to recognize the importance of our commitment to not only each other, but also to the Department as a whole and to the public we serve.

Somewhere along the QWL way, some managers and employees conjured the notion that accountability was not a part of the Quality of Work Life. To the contrary, they are inseparable!

As you continue your journey in the Arizona Department of Corrections, I encourage you to reflect upon the requirements and expectations of not only your peers and subordinates, but yourself.

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Terry L. Stewart, Director
Michael A. Arra,
Public Affairs Administrator
Virginia Strankman,
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Building Muscles and Dreams

by Gloria Zuniga, Administrative Assistant III, ASPC-Douglas



Officer Valenzuela measures the massive arms of one of his pupils

Copper mines, beautiful scenery, and arts and crafts are not the only things of which the city of Bisbee can be proud. A team of bodybuilding enthusiasts led by Officer **Joe P. Valenzuela** of ASPC-Douglas have garnered worldwide attention for the city.

Team New Turf Body and Fitness Program, Bisbee's first bodybuilding team, was created in 1993 by Officer Valenzuela. He was concerned with the fact that young people in Bisbee had nowhere to go after school and during the summer and were getting into trouble because of it. He had previous success with a weight training and wrestling program which he started in 1978 and ran for 12 years, but lack of funds caused the

muscles-continued on page 10

Focusing on Health and Fitness

For most people, the primary motivation for weight loss is to improve the way they look in their clothes or bathing suits. But equally important as appearance are the many other benefits of proper nutrition and regular exercise.

Weight management through reduction of excess body fat plays a vital role in maintaining good health and fighting disease. Medical evidence shows that obesity poses a major threat to health and longevity. An estimated one in three Americans have excess body fat; and an estimated 20 percent are obese. Excess body fat is linked to major physical threats like heart disease, cancer and diabetes. If people are obese, it takes more energy for them to breathe because their heart has to work harder to pump blood to the lungs and to the excess fat throughout the body. This increased work load may cause a person's heart to become enlarged resulting in high blood pressure and life-threatening erratic heartbeats. Also, Obesity is linked to

high cholesterol levels, making obese people more prone to arteriosclerosis, a narrowing of the arteries by deposits of plaque. This becomes life-threatening when blood vessels become so narrow or blocked that vital organs like the brain, heart or kidneys are deprived of blood. Studies indicate a relationship between excess body fat and the incidence of cancer. By itself, body fat is thought to be a storage place for carcinogens in both men and women. In women, excess body fat has been linked to a higher rate of breast and uterine cancer; in men, the threat comes from colon and prostate cancer.

Obese people are more susceptible to acquiring diabetes. Excess blood sugar is stored in the liver and other vital organs; when the organs are "full," the excess blood sugar is converted to fat. As fat cells themselves become full, they tend to take in less blood sugar. In some obese people, the pancreas produces more and more insulin, which the body

can't use, to regulate blood sugar levels, and the whole system becomes overwhelmed. This poor regulation of blood sugar and insulin results in diabetes, a disease with long-term consequences, including heart disease, kidney failure, blindness, amputation and death.

The answer to managing body fat and fighting disease is healthy eating and physical fitness. Moderate weight loss of fat, and a healthy and active lifestyle have been found to lower health risks and medical problems in 90 percent of overweight patients, improving their heart function, blood pressure, glucose tolerance, sleep disorders and cholesterol levels.

This is the first article in a series on health and fitness. Look for health tip articles in upcoming issues of Directions.

Employees are ADC's most valuable resource and your health is critical to the success of the Department.

QWL-21 Status Report:

1.0 Major shift culture/Open dialogue

The Director continues to demonstrate his commitment to ADC employees. Even though he was the target of a very public personal attack, he has not faltered in his fight to save the jobs of more than 500 ADC employees.

Northern/Southern Region Administrative and supervisory staff continue to strengthen relationships between themselves and support staff with open and honest communication; an open door policy; touring and attending briefings.

2.0 Major shift culture/Interaction with staff

Northern/Southern Region - administrators continue to interact with line staff through briefings, tours and an open door policy. Pertinent information regarding budget issues and staff layoffs will be communicated to staff as it becomes available. Deputy Wardens and ADWs are working security post side-by-side with line staff.

3.0 Major shift culture/Fewer transfer of Deputy Wardens

Northern/Southern Region - Moves have been kept to a minimum. When moves are initiated it is for the good of the Department.

4.0 Major shift culture/Assessment tool

Earlier this year, the Research Unit sent out QWL- 21 follow-up surveys to 2,000 ADC staff members. The surveys have been returned and the researchers have begun the task of analyzing the immense amount of data.

The analysis and report development process will likely take several months to complete, and the updated report should be available in the summer. The report will cover topics such as resource availability, performance leadership, communication, work load, management and employee morale.

5.0 Create buy-in and support

Northern Region - Florence openly communicated support of QWL-21

through tours, meetings and briefings. Administrative and supervisory staff are working posts to help create buy-in from staff due to reduction in overtime; Perryville has several TQM groups underway for staff input into the LJT programs, shift briefing hours, inmate visitation, and control room design; Winslow has increased discussions with line staff to promote higher morale. The month of March was strenuous for some staff due to concerns regarding potential department layoffs.

Southern Region - Douglas participated in the March Audit Focus Group to create buy-in and support; Lewis/Morey Unit has implemented a buy-in for good attendance (See story on page 7); Tucson/Echo Unit is actively working with staff on a one-on-one and group basis to promote teamwork. Tucson/Manzanita conducted 12 specific briefing tours after news was released regarding layoffs. Staff were allowed to speak freely about their issues and concerns.

6.0 Audits/Numeric scores

Southern region - Continues to ensure audit compliance and preparedness, as well as conducting training on how to appropriately complete paperwork.

7.0 Audits/Evaluations

A total of 23 Focus Groups were conducted involving each prison complex. All mid-level managers were given the opportunity to participate. Each group reviewed and suggested changes to the Inspections process.

Northern region - Florence continues with quarterly inspections to ensure operating units follow policies related to operational readiness. Staff are briefed on results and given assistance if needed. On March 5, a meeting was held to discuss the process of the internal audits that have been implemented within the complex.

Southern region - Self audits continue.

8.0 Equipment and supplies

Northern/Southern Region - Ensuring that staff have equipment

and supplies necessary to perform their job functions is a priority even during this time of budget restraints.

9.0 Safety & staff shortages/Prison Staffing

Northern/Southern region continues to support cross level staffing. Deputy Wardens, ADWs and CO IIIs continue to work side-by-side with line staff.

11.0 Training

Northern/Southern Region - Staff are being scheduled for the new training year. Continuing with briefing training.

12.0 Program Officers

Northern/Southern Region - CO IIIs continue to work with CO IIs assisting in IMS and posting as necessary.

13.0 Paperwork

Intranet Form 504-2pf - Application for Employment was updated 03/07/02.

Northern/Southern region - Several institutions are utilizing the forms that are provided on ADCNet. Evaluation has been implemented in an effort to reduce the amount of paperwork disseminated and the numerous copies generated.

14.0 Inconsistent rules

Northern/Southern region - Proactively incorporating standardized rules, procedures, and practices. Effective June 15, statewide standardized shifts for correctional series staff.

15.0 Recognition/Unit Level

Northern/Southern region - Ongoing recognition of uniformed and non-uniformed staff through monthly awards presentation at the institutions.

16.0 Recognition/Peer to Peer

Northern/Southern region - Staff are encouraged to use the awards process to vote for their peers and supervisors.

17.0 Pay

Status unchanged from last reporting period. Total number of administrative adjustment requests for supervisor/adjustment requests for supervisor/subordinate pay issues, as of 03/31/02, is 140. The estimated dollar amount requested is \$461,047.

QWL-21 - continued on page 5

ADC's New Payroll System

by Mike Smarik, Assistant Director, Administrative Services

The Arizona Department of Corrections has a new payroll system that will provide a wide range of benefits to employees, managers and to Arizona state government.

Referred to as the Human Resources Information Solution, the new system will be implemented to alleviate the problems of the old system. The State of Arizona aggressively pursued the purchase and implementation of a single, integrated system for administering payroll, personnel, employee benefits and other related functions. The new payroll system should relieve the anxiety of state managers created by the unreliable biweekly processing of payroll checks; be a solution to the questions and discrepancies surrounding leave status and allow for a single system to maintain all of the necessary payroll information.

The Arizona Department of Administration selected the Lawson Software package to handle payroll duties. This Web-based system has software applications and tools that far exceed the capabilities of the existing system.

The new payroll system is designed to replace the use of employee social security numbers with a Lawson-unique identification number; ensure dependable and reliable payroll processing; eliminate duplicate computer systems and sub-systems; provide a flexible, user-friendly reporting tool; reduce paper handling and the storage of employee records; build historical payroll and human resource data; provide real-time data at one's fingertips; offer comprehensive standard reporting and establish a foundation for E-Government.

Implementation of the payroll system will be implemented in two stages. The basic human resources, payroll and benefits components are scheduled for January 1, 2003. This phase will provide the basic functions related to hiring and terminating employees, making salary adjustments and creating employee paychecks. System enhancements are anticipated to occur three months later. Enhancements will provide for a variety of employee self-service functions such as allowing employees to go on-line to change their address or tax information.

Given the ambitious implementation

timetables, ADC is facing several challenges. The challenges include: ensuring that the people who need access to HRIS will receive it on a timely basis and obtaining all of the critical information currently on the old system.

To help meet these challenges, each agency was required to identify an Agency Implementation Coordinator who will assist the HRIS project team by communicating key issues to the project team and by providing information updates to all agency employees.

Mike Smarik, the Assistant Director of Administrative Services, is ADC's designated coordinator. Employees are encouraged to e-mail questions regarding HRIS to him at msmarik@adc.state.az.us.

Obviously, a smooth transition to the new system will necessitate training of those employees who will use the system. Personnel and payroll staff will receive extensive training; more limited training will be provided to timekeepers and to those employees currently using HRMS or APPLES to obtain information. A significant portion of the training will occur in the Fall, just prior to the system implementation.

QWL-21 - continued from page 4

period on the other two pay issues, included within this category:

- COIIs, COIVs and Parole positions - Estimated dollar amount \$430,000.
- Peer-to-Peer inequities (employees whose salaries are not comparable to others with similar education, experience and tenure with the agency) - More than 20 requests at over \$100,000.

Northern/Southern region - Morale seems to have improved with the news of the impending \$1,450 annual raise. There are still some concerns relevant to the high cost of medical insurance.

18.0 Van pool

Southern region - ASPC-Lewis and Safford/Ft. Grant report that the van pool is very successful.

Northern region - ASPC-Eyman would like the use of more van pools. They are concerned about some van pools being cancelled. ASPC-Winslow reports that about 80 staff use the two van pool vehicles.

19.0 Investigations and Discipline/Managers Training

Southern Region - At ASPC-Lewis the EEO Liaisons are providing more awareness to staff regarding hostile work environment, sexual harassment, and discrimination.

Northern region - At ASPC-Florence, training was completed on August 2, 2001. ASPC-Winslow has made provisions to guide and support supervisors with the mistake vs. misconduct guidelines to ensure time frames are met.

Total number of Mistakes and Misconducts for year to date:

Complex	Mistakes	Misconducts
Douglas	26	4
Florence	7	20
Perryville	14	11
Phoenix	4	17
Winslow	13	14
Eyman	108	70

Lewis	20	36
Safford	0	10
Tucson	54	42
Yuma	77	35
Totals	323	259

20.0 Investigations and Discipline/Cycle Time

Northern/Southern Region Disciplinary issues are being investigated and completed in a timely manner.

21.0 Leadership

Northern/Southern Region - Managers are encouraged to lead by example. Mentoring of subordinate staff is also encouraged.

Did You Know.....?



The Rincon Mountain Range in Arizona.



A portrait of Dale Morey, a Correctional Officer killed in the line of duty.



A scenic view of the river banks of the San Pedro River in Arizona.

- Two units at ASPC-Tucson, Rincon and Santa Rita, are named after mountain ranges in Tucson.
- The Cook Unit at ASPC-Eyman is named after Allen Cook, the agency's first director from 1968 to 1973. He advised Governor Jack Williams and the Legislature on the proposed new Department of Corrections. He outlined the structure for the new Department and presented it to the Legislature.
- All of the units at ASPC-Lewis, Bachman, Buckley, Barchey, Morey, Rast and Stiner, are named after fallen ADC officers.
- The Rynning Unit was named after Thomas Rynning who was the last Territorial Superintendent, the first State Prison Warden and one of Theodore Roosevelt's roughriders.
- Before the Lumley Unit was named after fallen officer Brent Lumley, all of the units at ASPC-Perryville, San Pedro, Santa Cruz, Santa Maria and San Juan, were named after Arizona rivers.
- The Coronado and Kaibab units at ASPC- Winslow and the Tonto Unit at ASPC-Safford are named after National forests within Arizona.
- All prison units at ASPC-Yuma, Cheyenne, Dakota and Cocopah and all units at ASPC-Douglas Gila, Mohave, Papago and Maricopa, are named after Native American tribes.
- ASPC-Phoenix's Alhambra and Flamenco Units are Spanish names. Aspen Unit is named after a North American tree.
- The Meadows Unit at ASPC-Eyman is named after Della Meadows. From 1948 to 1983, Mrs. Meadows worked as the Warden's secretary at the Florence prison.



Secretary Della Meadows (right) at former ADC Warden Frank Eyman's Birthday Party

ASPC-Lewis Morey Unit Attendance Challenge

By Tobey Hodgin, Executive Staff Assistant, ASPC-Lewis



The Morey Unit gathers around Lt. Ron Lawrence and Sgt. Richard Holliday

To build teamwork and help manage staff shortages, correctional staff at ASPC-Lewis' Morey Unit have not called in sick for 29 days.

This excellent attendance record is due to the challenge of Shift Commander Lieutenant **Ron Lawrence**. His challenge was for his shift to complete 54 days of no call-ins, and in return his staff would be submitted for a Unit Citation and a dinner at TGI Friday's restaurant

This challenge has built team work and a sense of unity. Staff are committed to work toward a positive goal and are proud of their achievement - as they should be.

"It is management's hope that the team spirit being developed through this challenge continues after the 54 days and the desire to want to be a part of the Morey team drives them to encourage others to do the same," said Lt. Lawrence.

ASPC-Eyman Saves Money by Recycling

by Kathleen Manning Chavez, Training Officer I, ASPC-Eyman

A Greek philosopher once said the goal of life is living in agreement with nature. The Eyman Complex is taking that advice and has dedicated itself to working in harmony with nature by recycling paper, metal, wood and plastic.

Employees at Eyman have placed recycle boxes for paper in all areas of the Eyman Complex, and the dollar savings to the Department are projected to be as much as \$40,000 by the end of the year.

The program for recycling paper is new, barely five months old but it is taking off and trips to the local landfill have decreased significantly.

Physical Plant Supervisor **Gary Romines** said, "Because of recycling, dumping has been extended to every two weeks or as needed. Prior to the implementation of the program, trips to USA Waste Management in Florence were made a couple times a week."

Since the implementation of the paper recycling program, Eyman has saved close to \$18,000, where as before, dumping fees for a five-month period would cost ADC \$30,000.

Alexandra Charvat, Administrative Services Officer III, said, "The savings will be approximately \$38,000 to the Department after recycling for 12

months. It's incredible the amount of money it's saving the state, especially in our economy."

Each material recycled at the complex needs to be handled differently. Recycling of plastic soda and water bottles is new to Eyman. The pilot program began just last month at Cook Unit and within a month thousands of bottles have been collected.

The plastic will be taken to the Pinal County Public Works Recycle Center. Weyerhaeuser Recycling comes to the Complex to pick up the recyclable paper so there are no charges to the state for recycling paper. Scrap metal and wood is collected in a large bin and picked up by a contractor. Brush, pallets and other non-recyclable wood products are burned in a pit, which helps reduce dumping fees.

Stephen Vey, Administrative Assistant III and recycling coordinator, said, "The recycling effort still is new to



Inmates at Eyman placing material into recycle bins

many employees at Eyman and as more staff get involved, the savings will only increase. It's a matter of learning the process. When you go to the numbers and see the savings, it is reasonable to believe that recycling will pay for more officers."

According to Warden **Charles Goldsmith**, not only is recycling environmentally friendly, it helps reduce ADC's landfill costs so that the budget can be used for other important things.

Happenings in Health Services

by Alison Banks-Conyers, Health Educator, Health Services

Phoenix and Perryville Re-accreditation for NCCHC

Survey teams from the National Commission on Correctional Health Care (NCCHC) recently audited ASPC-Phoenix and ASPC-Perryville. All staff members have consistently worked very hard to maintain the national correctional health care standards during the last three years. Maintaining this accreditation is highly prestigious because it demonstrates a facility's ability to provide quality constitutionally mandated health care.

HIV Discharge Planning

Health Services is refining the discharge planning program for released HIV-positive inmates. By working with several agencies and community-based organizations, ADC hopes to create a seamless continuity of care for these individuals. A variety of agencies are involved in this goal, such as the Maricopa County Health System, the Maricopa Department of Public Health, the Arizona Department of Health Services and the Parole Board.

The Health Education and Correctional Public Health Programs will be working closely with the six corridor facilities to train staff, educate inmates and facilitate access to programs such as AHCCCS before the inmate is released. The goal is to enable a

released inmate to maintain his/her medication regimen and access to health care and counseling services.

Hepatitis C Education



Hepatitis C is an increasingly worrisome public health issue; it is important for our medical staff to understand the intricacies of this disease. Dr. Jose Franco, a renowned national speaker on the topic of liver disease, led an intensive workshop on the evaluation and treatment of hepatitis C for our providers on March 8. It was a valuable training opportunity that we were able to offer without any cost to the Department.

This disease significantly impacts corrections, according to Dr. Franco, since many inmates across the Nation are infected with Hepatitis C. It is a disease of the liver that is caused by the Hepatitis C virus, which may lead to possible liver failure.

This disease significantly impacts corrections, according to Dr. Franco, since many inmates across the Nation are infected with Hepatitis C.

Hepatitis C also increases the risk of liver cancer. Hepatitis C has a high prevalence in the incarcerated population due to the commonality of risky behaviors such as intravenous drug use, alcohol abuse, high risk sexual behavior and low socioeconomic status.

What's New at adcprisoninfo.az.gov

- New **Director's Instruction** #189 (Overtime Restrictions) and #190 (Inmate Mail/Property)
- There are currently very few **Employment Opportunities** posted to the Website due to recruitment curtailment.
- A new **ADC** informational leaflet has been produced for general distribution by the Media and Public Relations Office, and a .pdf version of the document is available through the **REPORTS** section of the website.
- The **ADC Fiscal Year 2001 Annual Report** has been published and a transcription for the web can be accessed from the web's **REPORTS** section.
- The **State Employees Charitable Campaign** and the **Law Enforcement Torch Run** have enhanced information available through the **ADC Community** webpages.
- **REVISIONS to ADC Policies:**
DO 405 (Vehicle/Vehicle Maintenance)
DO 522 (Drug Free Workplace)
DO 713 (Levels of Supervision for Inmates)
DO 911 (Inmate Visitation)
DO 1005 (Emergency Inmate Escorted Visit)
DI 188 - superseded and removed from web.
- The **2002 CORP Membership Handbook** has just been completed and is now available on-line at <http://www.adc.state.az.us/CORP/Corp.htm>

Paul Lamprill, ADCWebmaster

ADC's Community Involvement

A Strong Showing For ADC at Police Games

by COIV Dan Danser, ASPC Florence and Cindy Neese, Executive Staff Assistant, ASPC-Perryville



COIII Kevin Curran



SGT. Marty Hensley



Records Tech Angie Robideau

Recently, employees from the Arizona Department of Corrections discovered gold while participating in the Arizona Police Games.

ASPC-Florence's Sgt. **Marty Hensley**, Records Tech **Angie Robideau** and COIII **Kevin Curran** garnered a gold mine's worth of gold, 15 medals, 12 gold and 3 silver medals.

Sgt. Marty Hensley of Central Unit won five gold medals in track & field. He won Gold in the 10,000 meter, 3,000 meter, 400 meter race and the 4X100 relay. He won three silver medals in the 5000 meter and

1500 meter races. Winning gold and silver medals qualified him to participate in the International Police Games in Alberta, Canada this August. Central Unit staff are raising money to help Sgt. Hensley to take his award winning feet to Canada.

Records Tech Angie Robideau was a modern-day "Robin Hood" by winning gold medals in the Hunter/Field, 3/D Animals and the 900 Round events.

COIII Kevin Curran was a straight shooter when it came to the archery competition winning four gold medals and one silver. He struck gold in the

3D round, Hunter & Field event and the combined 3D event. His silver medal was in the 900 round.

In addition to the three gold medalists, a co-ed softball team from ASPC-Perryville participated in the Arizona Police Games. Although the team did not take a medal this year, they put forth great effort and did a fine job representing ADC.

The proceeds from the Police Games will assist Arizona teams in the International Police Games being held in Ottawa, Canada this coming August.



Team members from both ASPC-Perryville and ASPC-Phoenix from left to right are Cesar Rodriguez, Linda Vega, Jackie Melendez, Rene Rivera, Lisa Yanez-Hall, Tony Kuttner, Cynthia Kuttner, Jennifer Abbotts, Patsy Martinez, Eric Dreher, Walter Ashton, and Dave Laudero.



ASPC-Eyman recently held a car wash to raising \$195 for the Arizona Law Enforcement Torch Run for Special Olympics.

My Job COIII John Mohler

by John Mohler, CO III, ASPC-Douglas

Blindness effects millions of American children, but it doesn't mean they can't enjoy classic children's books. Inmates from ASPC-Douglas are allowing blind adolescents from all over the Western Hemisphere to enjoy classic children's books.

At ASPC-Douglas, I supervise five inmates at the Gila Unit who transcribe books for children between the ages of 10 and 14 from English to Braille, and I manage seven inmates who repair Braille machines at the Mohave Unit. The prison gets between seven and ten braille machines a week that need to be inspected, adjusted or repaired. All the machines received at ASPC-Douglas go through the Foundation for blind children in Phoenix.

Knowing that I'm involved in a process where young blind children are being able to enjoy reading gives me a tremendous amount of satisfaction. Also, I know inmates enjoy helping these handicapped children because many of the inmates who work for me say the Braille program gives them a chance to start paying back society for the wrong they have done.

As a legally blind person, supervising the braille program has special meaning to me. Blindness hit me 11 years ago while working a shift at Douglas. Walking from a brightly lit room to a dimly lit room, my eyes failed



COIII Mohler supervises a couple inmates transcribing braille

to adjust to the change in conditions. Blinded, I tripped over a mop and bucket and realized I lost part of my vision. My peripheral vision was gone.

Following the incident, I was examined by an ophthalmologist who diagnosed me with advanced glaucoma, and the doctor told me my eyes were almost ready to explode. Unfortunately, in my situation there was no pain attached to my illness so I didn't know my eyes were so bad until part of my vision was lost. I'm thankful I went to the eye doctor when I did. If I had

waited, my eyesight would be far worse.

I'm unable to manage critical security posts and operate heavy machinery, so I'm grateful my job with the Department continues to evolve. I have been a Correctional Officer for the Department for 16 years and I'm appreciative because the Department and the American Disability Act has enabled me to continue working for ADC.

muscles-continued

program to close. Finally, with the help of a federal grant, he was able to create the New Turf Program and put his talents to good use.

A former competitive bodybuilder, Valenzuela has increased his team's enrollment to 15 members, ranging in ages from 14 to 48. The team members learn how to successfully body build by incorporating nutrition, dedication, teamwork and learning the harmful effects of drug and alcohol

abuse. Education in these areas is the hallmark of the team's success.

Among the team's accolades is their success in a competition held last year in Laughlin, Nevada. They were personally invited by Lou Ferrigno, the actor who portrayed the Incredible Hulk, and placed first through third in various age and weight classes. Their achievements have brought them to the attention of

other competition organizers, and they have been invited to compete in Egypt and Hawaii.

The New Turf Program is a non-profit organization sponsored by team fundraisers like car washes and bake sales, which allows the public to participate for free. The program also offers noncompetitive programs like self-defense, aerobics, weight training and kickboxing.

February's Crossword Answers

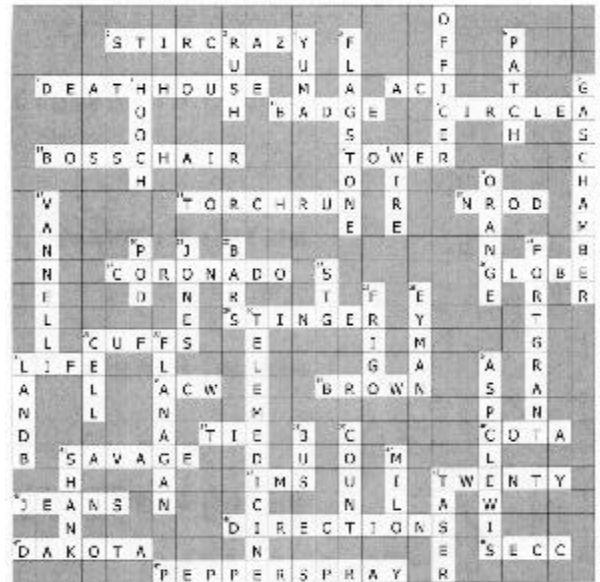


February's Corrections Cross-section drawing winner Tommie Betts



Other Correct Entries:

Judy Phegley, ASPC-Safford
 Central Office Communications
Carol Allen, ASPC-Perryville
Russ Savage, ASPC-Eyman
Rebecca Matthews, Central Office
Dianne Berndt, Financial Services
Suzie Paulsen, Central Office
Judy Kilgus, Central Office
Steven Hadden, ASPC-Winslow
Charity Rains, ASPC-Florence
Alice Wirries, ASPC-Florence
Meegan Muse, ASPC-Perryville
Dianna Carnahan, ASPC-Perryville
Bruce Shiflet, ASPC-Safford
Christy Payette, ASPC-Safford
Brian Adams, ASPC-Tucson
Ellen Pfulh, ASPC-Winslow



ADC Promotions and Retirements *For March and April*

Retirements

ASPC-Florence
Ruth Granillo, COIII, 29 years
Leon Bedell, Warehouse Supervisor, 28 Years
Mike Kuykendall, Lieutenant, 22 years
John Richard, COII, 21 years

ASPC-Perryville
Faye Cavendar, CO III, 23 years
Regina Obrien, CO III, 21 years
Ronald D. Moore, CO II, 10 years

ASPC-Eyman
Stanley Bates, Deputy Warden, 25 years

ASPC-Phoenix
Hugh O'Brien, CO III, 21 years
Michael Miller, Deputy Warden, 28 years

Promotions and Transfers

ASPC-Douglas
Veronica Abrigo, Executive Staff Assistant
Frances Ovando, Sergeant

ASPC Winslow
Dan Edwards to Deputy Warden Kaibab
Vivian Baltierra to Deputy Warden
 Apache Unit

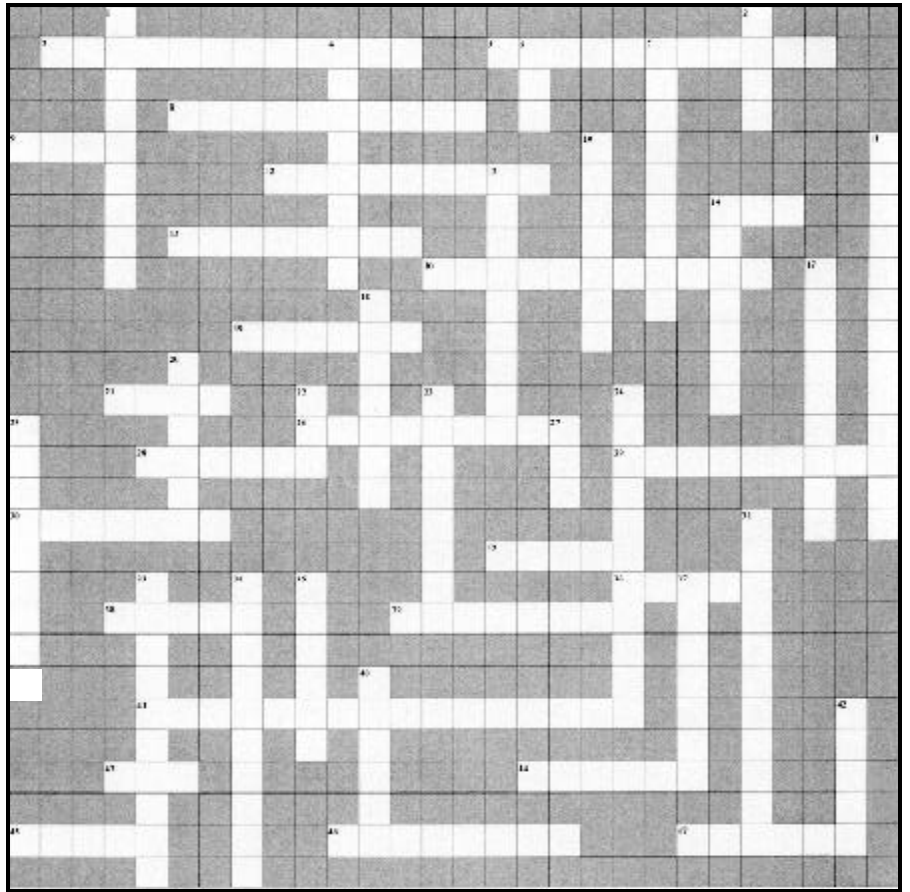
ASPC-Lewis
William Gaspar, Warden
Rodney Carr, Stiner Unit
Paula Jackson, Morey Unit
Ron Mayes, Buckley Unit
Jim McClellan, Bachman Unit



Corrections Cross-section

ACROSS

3. World Champions
5. Population separation
8. Forbidden items
9. Inmate letter
12. Warden who deals with a precious metal
14. Day off
15. An escapee
16. Universal ID system
19. Unit or national forest
21. Meg and George's boss
26. Staff safety's first line of defense
28. Director's favorite vehicle
29. Harry met his wife at this port
30. Where a Sergeant buys gas
32. Symbol for Special Olympic charity
36. Used for communication
38. Lone Ranger's favorite unit
39. Safford Warden
41. Tool to locate an inmate online
43. Acronym for staff's personal security
44. Geronimo's favorite unit
45. Highest ranking uniformed staff
46. 2000 CO of the year
47. ASPC-Lewis warden



DOWN

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| <ol style="list-style-type: none"> 1. Falls of a major's tree (2 words) 2. Acronym for determining inmate compensation 4. Spiritual advisor 6. Largest employee assistance charity (acronym) 7. The late shift 10. Tucson hospital used by ADC 11. ACI product stamped by inmates 13. Number of QWL issues 14. Unit named after rough rider or first state prison warden | <ol style="list-style-type: none"> 17. Agency's first Director 18. Discipline hearing officer's rank 20. Phoenix park or DWI unit 22. Month of CO week 23. A writ which holds a person in custody 24. Control room safety device 25. 2000 CO of the Year (security) 27. Acronym for ADC's former boot camp | <ol style="list-style-type: none"> 31. ADC's search and rescue dogs 33. Inmate store 34. Program monitoring inmates with electronic devices 35. Mining town where DD Ryan grew up 37. Self_____ 40. COTA commander 42. Award for act of heroism |
|---|--|--|

Successfully complete the Corrections Cross-section and win merchandise. Correct crossword entries will be entered into a drawing.

To enter, submit the completed puzzle with your name, telephone number and place of employment to Virginia Strankman at Mail Code 441 or 1601 West Jefferson, Phoenix, Arizona 85007.

Look for the answers to the crossword puzzle and the winner of the contest in next month's issue of Directions.